

## Department Updates



Barron County, Wisconsin

### Sheriff's Department

#### Sheriff Chris Fitzgerald

Tom Avery retired from the Barron County Sheriff's Dept after 28 years of service. Congrats to Tom and thank you for your years of service to the citizens of Barron County. With this and a couple of other openings we had quite a bit of movement in Nov and Dec. Shane Jilek was hired as a full time patrol deputy and Clark Breed was brought in to fill in, in patrol for the 1 year left on the drug unit grant. Rick Schill was made the permanent Animal Control Deputy. Jim Demers was made Sgt in the Jail. Justin Rausch became the Transport Deputy and Josh Sommerfeld and Travis Bown were hired on fulltime. Roy Zumbrod

was hired part time in the Jail. Ed Quinn was hired as a fulltime dispatcher and Jennifer Tavolici and Tasha Draves were hired on as part-time dispatchers.

The Barron County Sheriff's Dept was given a national award in 2010 for Outstanding Participation in our National Night efforts held in Aug. This year we were able to hold events in Turtle Lake and Cumberland with the help of several community groups and the Turtle Lake and Cumberland Police Depts. We look to continue this effort in 2011 by adding 1 more city to the event. Stay tuned for more.

The Sheriff's Dept was again awarded the



Click it or Ticket Grant in the amount of 15,000 and the Underage Alcohol grant in the amount of \$25,000. We will continue our efforts to reduce underage alcohol and make the roads safer with seat belt use.

As always Buckle Up, Slow Down and Don't Drink and Drive.

### Finance

#### Jodi Busch, Lead Fiscal Coordinator

2011 has been a very busy year thus far in the Finance Department. W-2's and 1099's were distributed and mailed by January 31<sup>st</sup>. In December, as 2010 pre-audit was com-

pleted but now we are working to close the year and start preparing for the main audit. We also plan for a Worker's Comp audit in February.

January also brought us a new addition to the department when Barb Elliott posted into the vacant Asst Administrative Accountant position. Barb will be working on various projects and will now be the main contact for Fixed Assets.

### UW Extension

#### Missy Bablick, Family Living Educator

##### *Strengthening Families*

- 11 families were signed up to come to the class and 8 families attended all 7 sessions offered in November and December of 2010. (Program size is 6-10 families)
- 12 youth and 14 adults were impacted by classes offered to strengthen families.
- Parents/caregivers learned tools to help them parent and build relationships with their children/grandchildren, while youth learned many skills such as how to manage peer pressure.
- All 8 families requested to come to the 3 booster sessions to be offered in February.
- Another program is planned for April looking for 10 new families.

##### *New Get Checking Program*

- Checking accounts offer a safe, convenient way to pay bills, set up automatic savings plans and build relationships with financial institutions.
- By attending this workshop, people can often clear up past problems with checking accounts.
- Get Checking Wisconsin graduates receive a certificate that they may take to any of the participating financial institutions and an account is opened under agreed-upon conditions.

##### *Parenting Classes Resumed in the Jail*

- Inmates learn to raise children who are self-confident, motivated and ready for the real world with this win-win approach to par-

enting.

- Children will win because they will learn to solve their own problems while gaining the confidence they need to meet life's challenges.
- Parents win because they establish healthy control without resorting to anger, threats, and power struggles.
- There will also be a lesson on budgeting finances which helps prepare them for when they are no longer incarcerated.
- Class size is 10-12 inmates because of classroom size.
- 18 inmates signed up, so we held 2 back to back classes for 5 weeks.
- Five one hour sessions on positive parenting.

# Highway Department

## Mark Servi, Highway Commissioner

Our activities can be summed up in one phase. Winter Maintenance. We have had over 30 storms so far this winter season, and over 60 inches of snow. Along with this there have been an additional 22 days that we have been out doing clean up the days after the storms are over. It seems that every weekend we have had at least one event that has required us to call out the crew for plowing operations, along with many early morning call outs. The new surfaces on USH 53 have proven to be a winter maintenance challenge. These surfaces have a tendency to ice up, and require us to be even more diligent in our operations in these areas. It is still only February 1, so there is potential that this will be the biggest winter we have seen in

quite a while. But, last year winter ended in mid February. So we can only wait and see.

The Commissioner and several of the Highway Committee attended the Wisconsin County Highway Association's Winter Road School in January. The new Secretary of Transportation and the Deputy Secretary were the Keynote Speakers. They reinforced that the DOT would like to continue its working relationship with the counties. They also indicated that the new administration was just engaging, and that there would be potential changes coming in all areas. There were also many breakout session that provided timely information. One such session was on the establishing of speed limits on the county highway system.

The Highway Committee is currently reviewing several requests for speed limit changes.

We will continue to deal with whatever Mother Nature decides to throw at us. We do live in northern Wisconsin, and winter weather comes with the territory. Our crew strives to provide reasonable driving conditions during these storm events. One cannot expect that the roads will be bare and clear of snow and ice at all times. It is a difficult job keeping the road system in good winter driving condition, but we continuously strive to provide for safe travel. Please continue to drive with caution and allow time to reach your destination.

# Veterans Service Office

## Scott Bachowski, CVSO

We are into one of the busiest times of year for the Veterans Service Office. We are processing renewal applications for VA Health Care Benefits and Eligibility Verification Reports (EVR). Each year certain veterans are required to complete a "Means Test" in order to continue with their VA Health Care. Eligibility for VA health care is dependent upon a number of variables, which may influence the final determination of the services for which you qualify to include income levels. We are also completing many Eligibility Verification Reports. Law and regulations require that as such a condition of continuing VA Pension, each person in receipt of pension must provide such information as necessary to determine their annual income and net worth, as well as for their dependents, as applicable. This basically means that each claimant is sent an EVR each year, generally at the end of the calendar year. These reports must be completed and sent to the VA Regional Office in Milwaukee no later than 1 March of each year.

We are planning a trip to the Veterans Home in King, Wisconsin in April 2011. We are working with the "Add Life" program

managers in the Office on Aging to assist with this trip. We will set a firm date in April in the next few weeks. The trip to King is an effort to show Barron County residents interested in going to King someday what the facility has to offer them. The mission of the home is to provide an outstanding living experience for military veterans and eligible dependents that have rendered unique service to their country, state, and fellow citizens. To be eligible to live at the Veterans Home, a veteran must have entered service from the state of Wisconsin, or must have resided in the state for 12 consecutive months since his/her discharge from the service. A spouse of a veteran can also reside at King, provided they are admitted with their spouse or under other special circumstances. Veterans must also have served at least one qualifying term of service. If you know of interested individuals that would like to go on this trip, please have them call us as soon as possible.

The Moving Wall will be in Northwestern Wisconsin again this summer. This year, Washburn County will host the Wall. Initial plans will bring the Wall to the Wisconsin Northern Veterans Memorial Cemetery. However, the plan is fluid at this point so

the location may change as planning continues. The dates are July 28<sup>th</sup> through the 31<sup>st</sup>. For those interested in helping out with the planning there will be a Committee meeting on Tuesday, 8 February at 7:00 p.m. at the American Legion Post in Spooner. "The Moving Wall" is a half-size replica of the Washington, DC Vietnam Veterans Memorial and has been touring the country for more than twenty years.

We have recently upgraded our Veteran Data base from the old VIMS system to a modern windows based VETRASPEC system. All of our 5700 records were transferred to the new system without having to reenter all the data. VETRASPEC allows Veteran Service Officers to access their data from any computer with internet access. No more exporting and importing records across machines - all data is stored in one, centralized, and secure location. With this system we will be able to access veteran records while away from the office via any internet connection. We no longer have to update the operating system or have Information Technology back-up our data; this is all done by the VETRASPEC staff on their servers saving countless man hours.

# Technology

## Mark Koencke, Director

The Technology Department has been working on several projects, will begin work on several more, while maintaining the day to day operations of the county systems.

During the latter half of 2010 many of the county servers were migrated to a virtual environment. This means that instead of each server requiring its own physical computer we are able to run multiple servers on a single physical computer. The department chose Microsoft's Windows 2008 R2 Hyper-V for its virtual server operating system. With the release of Windows Server 2008 R2 Microsoft has closed the system features gap between themselves and VMWare while offering the product at a lower cost. Hyper-V enables host computers to share virtual server files on what is called a Clustered Shared Volume. This enables one physical server to take over the operations of a different physical server in case of a hardware failure.

Also during 2010 much of the county data storage migrated from a single EMC Storage Area Network (SAN) to a pair of Equallogic SAN's. The primary SAN is located in the server room at the Justice Center. The second SAN is located in a secure location at the Government Center. All data on the primary SAN is replicated to the secondary SAN. In case of a disaster affecting the Justice Center most of the county data will be accessible via the secondary SAN. The balance of the data will be available via traditional backup procedures and from media also stored at the Government Center.

A number of projects are slated for 2011 including upgrading the county network environment from Windows Server 2003 R2 Active Directory to Windows 2008 R2 Active Directory, DHHS programming projects and Squad PC installation. A number of other internal networking projects related to the Active Directory upgrade will also take place. A major enhancement to the Sheriff's Departments TAC10 system is scheduled for later in the year. We will also be researching and information gathering on a number of other future projects.

Routine desktop replacements will continue during the first quarter of 2011. Desktop systems being replaced are on the average 7-8 years old and have exceeded their life expectancy. By year's end many of the desktop systems will be running Windows 7.

## Clerk of Court

### Sharon Millermon, Clerk of Court

The major update regarding the Courts is me, Sharon Millermon, who became Barron County Clerk of Circuit Court on January 3, 2011. I am finding my new duties as Barron County Clerk of Circuit Court challenging, rewarding and exciting along with longer hours! I have appointed Ann Barnes, an employee since 2003, as Chief Deputy. Jane Klatt has posted into the vacant position and will begin February 14, 2011 as Assistant Clerk of Court. Other staff members complimenting the Clerk of Court Office are: Kim Bates, Kris Beckwith, Wendi Hoefflerle, Judy Holloway, Maggie Nelson and Amy Pavick. Those being served by the Clerk of Court Office are generally people going through difficult times in their lives, jurors and passport applicants.

# Health & Human Services

## Judy Demers, Director

This heating season, which started in October, has presented many challenges. The need for assistance continues to rise, and this has been complicated by reduced funding in the Energy Assistance allocation. To date, 1942 households have received energy assistance payments. The average payment per household this year is \$256 as compared to an average last year of \$506. Crisis funding has also been reduced substantially as compared to last year, and need is on the rise. Vendors can refuse delivery if there is an unpaid balance, thus forcing households to seek assistance. This has drained our diminished available funding much more quickly. Fortunately, we did receive an additional crisis allocation on February 1, in the amount of \$42,000 for crisis benefits to help us through the season. We have already spent \$49,884 thus far. Last season, we expended a total of \$148,741 in crisis benefits.

Plans are being finalized for the move of the Community Support Program and New Directions Center to a new location. The current location at 425 Tainter, Rice Lake, has been leased from Cumberland Hospital for over ten years. In looking to the future and our vision for improved and more cost-effective behavioral health services, the current location would need extensive renovation to accommodate more diverse programming and recovery-focused services. The new location at 9 E. Eau Claire, in Rice Lake, can easily accommodate both operations and lends itself to improved and more diverse services to meet the needs of consumers far in to the future. The anticipated date of move is March 1, 2011. The property is owned by Gerber Rentals, Inc.

The Western Region Recovery and Wellness Consortium(WRRWC), of which Barron County is part along with Buffalo, Chippewa, Dunn, Eau Claire, Pepin and Pierce Counties, has been awarded a \$98,000 grant to develop supportive employment programming and peer specialist supports for individuals with mental health and substance abuse challenges. This consortium of counties has been working collaboratively for over a year in development of a crisis stabilization center to divert individuals from hospitalization which is expected to open later this year. As a consortium dedicated to improving the lives of those with mental health and substance abuse challenges, we jointly submitted the application for this funding. The grant was awarded by the Substance Abuse and Mental Health Services Administration (SAMHSA), and it was only one of nine awarded in the country. Our collaboration as a consortium was noted as one of the main reasons our application was approved.

## Medical Examiner

### Mary Ricci, Medical Examiner

This past August I accepted the M.E. position that was created with the resignation of Tom Aydt. I have worked for the county as Chief Deputy M.E. for the past six year; as well as the Chief Deputy M.E. for Polk County for the past two years resigning in August to work solely for Barron County. I received my certification as death investigator through the American Board of Medicolegal Death Investigators in 2008, and I am currently a member of the Wisconsin Coroner/Medical Examiner's Association.

In September, Sheryl Gehrman was hired to fill the deputy M.E. position, and in December, Geof Roe was hired to fill the last deputy

M.E. position. Both Sheryl and Geof have extensive medical backgrounds and both have worked in the law enforcement field. They share my enthusiasm and motivation for meeting the needs, challenges and opportunities we will encounter as we move forward into a new era for this office.

I feel very honored and privileged to work in the capacity as Medical Examiner for Barron County. Our office is committed to serving the people of this county. We are very appreciative to all the departments and agencies we work with for the teamwork, support, and collaboration given to our office during this transition. Working with Administration, and with Sheriff Fitz-

gerald, the dispatchers, the patrol officers, and the detectives has been outstanding, and our office is truly grateful for all their assistance.



Left to Right: Mary Ricci, Geof Roe, Sheryl Gehrman

## Department of Land Services

### David Gifford, Director

#### Zoning Office

Patricia Sirovatka retired on January 14, 2011 after 21 years with the Zoning Office. Besides her expertise and commitment to her job, we will greatly miss her wonderful personality.

With the completion of the 2010 building season the final numbers of permits and hearings have been totaled. There were 335 land use permits, 195 sanitary permits, 42 Board of Adjustment and 15 rezoning hearings held. The permits were issued in the following categories:

- 57 New Homes
- 62 Additions to homes
- 118 Accessory structures (garages/outbuildings)
- 98 - Other (decks, fences, etc.)

Zoning staff is currently working on revisions to the Barron County Land Use Ordinance in response to new legislation regulating shoreland development. Wis. Adm. Code, Chapter NR 115, Wisconsin's Shoreland Protection Program, was revised, effective February 1, 2010. Barron County has until February 1, 2012 to bring our ordinance into compliance with the new rule.

In addition to changes with NR 115, the Farmland Preservation Program, Wis. Adm. Code, Chapter 91, has also been revised through DATCP requiring a new Farmland Preservation Plan and revision to the Exclusive Agricultural Zoning District. The new Plan and revisions to the ordinance must be completed and approved by the County Board by January 1, 2014.

#### Soil & Water Conservation

SWCD staff is revising the Land & Water Resource Management Plan (LWRMP) with

assistance from a seven member citizen advisory committee. This work plan, updated every five years per Chapter 92, Wis. Statutes, identifies local resource concerns, details goals to address them and the strategies used to achieve these goals. It also identifies how staff will implement State rules and assist landowners reach compliance. The plan will be presented to the Land & Water Conservation Board in June for approval.

#### The Land Information Office

Rhonda Sukys, GIS Specialist, has worked on many projects including creating an impervious surface buffer layer for Zoning, assisting SWCD with mapping for their LWRMP, working with IT to revise/improve the rural address database, updating parcel mapping with the final 2010 changes and reconfiguring the 2010 preliminary NAIP orthophotography for in the County's GIS.

## Treasurer

### Vonnie Ritchie, Treasurer

We are in the process of transferring payments from the Municipal Treasurer's tax collections. This year we contracted with the Town of Cedar Lake to collect their taxes and that process went very well. I will be calculating the proportionate share of the paid taxes that will be paid to all the taxing

jurisdictions (schools, special districts, state, county, and municipality) that are due by February 20<sup>th</sup> and also the Lottery and Gaming settlement that is due by April 15<sup>th</sup>. The Lottery Credit and First Dollar Credit files are due to the State by March 1<sup>st</sup>. After all late payments are receipted, we mail reminder notices to taxpayers with delinquent balances. The details of the tax collection

will be in my next update.

The In Rem Tax Deed Foreclosure for the delinquent 2007 taxes will be filed with Courts and published in February. We will publish the Unclaimed Funds Notice along with the Tax Deed Notice.



# County Clerk

## DeeAnn Cook, County Clerk

In 2010 we issued 305 marriage licenses and 3 Domestic Partnerships in Barron County. Oddly enough, we have noticed that the number of licenses issued fluctuates up and down by odd and even year with the even years being higher. For example:

2010 – 305

2009 – 278

2008 – 302

2007 – 282

2006 – 333

2005 – 293

Pretty sure that fits into the “News You Can’t Use” category but it is kind of interesting to see the pattern. Guess we’ll see what 2011 brings.

So far 25 municipalities have adopted and submitted a resolution allowing the Humane Society to assist in licensing dogs when they get adopted. Before the dog even leaves the shelter, all of the necessary information and fee for the license will be collected. The Humane Society staff will then send the information and fee to the Municipal Treasurer who will issue the actual tag to the dog owner. This is a new procedure and we expect there may be some issues to work out but it is a good, cooperative effort between all participants in the attempt to get dogs properly licensed.

We are set for the February 15, 2011 Primary Election. Voter turnout is expected to be very low since the only race on the ballot in Barron County is the Justice of the Supreme Court and school board member primaries in Cumberland and Cameron. I attended a meeting of municipal and

county clerks regarding election issues and there was a lot of discussion on the Voter ID bill that is on the fast track in our legislation and is likely to be in place by the April Election. The way the bill is currently written, voters will need to present a Wisconsin Driver’s License, WI ID or a military ID in order to vote. There was talk of a couple other forms of identification being added to the list. If the bill passes, additional information will be added to our published and posted notices and we will make every effort to inform the public of this new requirement.

I have been invited by GAB to participate in an Ad Hoc Committee on changing of the date for primary elections in order to be in compliance with the MOVE Act. Like in the past, I am honored to be selected to participate and feel strongly that representation from “up north” is very important.

# Human Resources

## Rachael Richie, HR Director

<b><u>New/Replacement Positions</u></b>				
<b><u>Position Title</u></b>	<b><u>Office/Department</u></b>	<b><u>Incumbent</u></b>	<b><u>Date Filled</u></b>	<b><u>New/Replacement</u></b>
Part-time Assistant Cook	Sheriff	Jessica Mann	11/1/10	Replacement
Disability Benefit Specialist	ADRC	Gretchen Cramer	11/22/10	Replacement
Clerk/Typist	HHS	Jamie Lazzeroni	11/22/10	Replacement
Part-time Civilian Correction Officer	Sheriff	Roy Zubrod	1/3/11	Replacement
Civilian Communication Officer	Sheriff	Edward Quinn	1/3/11	Replacement
Part-time Patrol Deputy	Sheriff	Clark Breed	1/10/11	Replacement
Part-time Civilian Communication Officer	Sheriff	Jennifer Tavalacci	1/17/11	Replacement
Social Worker – Behavioral Health/Adult Protection	HHS	Amy Pfaff	1/18/11	Replacement
Clerk/Typist	HHS	Recruiting		Replacement
<b><u>Internal Changes</u></b>				
Civilian Correction Officer	Sheriff	Josh Sommerfeld	1/1/11	Replacement
Transport Officer	Sheriff	Justin Rausch	1/1/11	Replacement
Animal Control Officer	Sheriff	Rick Schill	1/1/11	Replacement
Civilian Correction Officer	Sheriff	Travis Bown	1/3/11	Replacement
Secretary 2	Child Support/Float	Kathy Holten	1/3/11	Replacement
Assistant Administrative Accountant	Finance	Barb Elliott	1/10/11	Replacement
Economic Support Specialist	HHS	Jamie Lazzeroni	1/24/11	Replacement
Chief Deputy	Clerk of Court	Ann Barnes	1/24/11	Replacement
Secretary 2	ADRC	Maggie Sinclair	2/7/11	Replacement
Assistant Clerk of Court	Clerk of Court	Jane Klatt	2/14/11	Replacement

# Administration

## Jeff French, Administrator

**LCC/Extension:** No January meeting.

**Property Committee:** No December meeting.

Reviewed Moon Lake Dam project; 99% complete with total expenditures of \$249,094 versus budget of \$ 285,000. The remaining expenditure would be a Carp barrier at approximate cost of \$ 1,500.

Approved policy on capital improvements to County owned dams with the following resolution language. *Any transfers from the Dam Assessment Revenue fund not specifically used for Dam repairs and maintenances shall require a three-quarters vote of the entire County Board.*

Allowed carryovers in the CICOP fund for; Waldo Carlson Restroom/Shower Building \$ 4,975; Sheriff's Dept. Vehicles, \$48,564.

### **Staff Reports/Updates:**

**Third Courtroom:** Administrator provided information on up-coming meeting with Market & Johnson and discussed process as no funds have been budgeted for a study.

**Prairie Farm Dam:** Information provided regarding potential that Village of Prairie Farm may consider giving ownership of dam to the County.

**Boat Purchase – Sheriff's Dept:** Information given on Sheriff's department purchase of new boat for recreational officer from fund 221 with up to 70% of funding to come from DNR in future years.

### **Executive:**

**January 5th:** Approved paying up to \$ 1,700 toward the cost of additional Supervisor(s) to attend national conference in Washington D.C.

Reviewed information on outsourcing payroll to ADP. The analysis indicates additional costs totaling \$ 17,720 because of complexity of our payroll and numerous union contracts.

Approved continuation of audit contract with Larson Allen to 12-31-2012.

Reviewed changes to County Board Rules and Procedures, these will be presented for approval at the February 28<sup>th</sup> meeting.

Staff Repots/Updates:

**Ehlers Market Update:** As of 12-6-2010 the Bond Buyers Index had increased 80 basis points (.80%) from the August-October lows. Meaning; Barron County refinanced the sec-

ond Justice Center bonds at a composite interest rate of 2.4385%. As of the above date similar financing would have been between 2.83% and 3.02% or effectively 40 basis points (.40%) higher at minimum, or \$ 40,000.

**OPEB Update:** Because we have fully separated the non-active, (retired) County employees from the current health insurance plan we are no longer required to complete an Other Post Employment Benefit Study. This is good news for three reasons:

- No need to complete the study – savings \$ 9,000.
- No unfunded liability in the financial statements cost \$ 159,244.
- Unknown future required contributions; gone; Savings; multiple thousands of dollars.

**Dodd-Frank Bill:** This is simply an FYI that this new legislation may have an effect on borrowing costs in the future due to additional requirements such as risk committees for large banks.

**Smart Communities Research:** Again an FYI that taxes are not always an indicator of Community satisfaction.

**DHHS Prepayment:** Heidi Syvinski has informed me that the State is decreasing prepayments to Health and Human Services by \$400,000 versus 2009. By my calculations the total prepayment reductions over the last three years totals about \$1.7M. Effect: A draw on County Fund Balance, (undesignated reserves).

**Health Care Law – Federal Ruling:** The recent ruling by a Virginia judge striking down part of the Patient Protection and Affordable Care Act (PPACA) will have no effect on Barron County or Wisconsin as the ruling effected only the individual mandate portion of the legislation.

**LGPIF Dividend:** Simply an FYI that we received a \$52,761 non-cash dividend from the Local Government Property Insurance Fund which will be credited again the 2011 policy.

**February 2<sup>nd</sup>:** Provided clarification to travel policy as follows: *if there is a valid business reason for the travel it will be County policy to use the most advantageous and cost effective method(s) possible and reimburse accordingly.*

Reviewed most recent Rail Rehabilitation cost estimates and dollars needed for Union Pacific acquisition. Specifics on how to fund UP

purchase to be discussed at February 17<sup>th</sup> meeting.

Did not approve carryover request from 2010 to 2011 for Sheriff's dept for Emergency Management. Request had been approved by Law Enforcement Committee and is the result of a "snafu" when the detailed budget information for this department was transferred to the Finance Dept.

Recommended resolution to apply for grant funds from Wis. Dept of Justice for Tribal Grant, \$ 12,259, resolution to be presented to entire Board on the 28th.

Discussed process for Administrator's evaluation, Supervisor Bartlett to coordinate with HR Director.

### **Staff Repots/Updates:**

**Rice Lake Storm Water Assessment:** This is informational in-that the County's 2011 charge(s) for Lighting Assessment and Storm Water Assessment was \$ 11,214.27.

**Waupaca County Accounting Software, \$200K:** Last year we discussed upgrade versus purchasing a new system and corresponding prices. Waupaca County has installed a new accounting software package at a cost of \$200,000 versus our upgrade at about \$15,000.

**HR Bill 6484 Public Employee Pension Transparency Act:** This bill if passed would require states and local governments to report their financial data to the Treasury Dept using federally proscribed methodologies and valuations including a market value of liabilities. In essence this is another financial reporting mandate.

**2011 Tax Law Changes and Ehlers Refinancing Update:** Beginning 1-1-11 Bank Qualified debt financing has been lowered from \$20M to \$10M. Generally this does not affect us but it is a substantial change in borrowing capabilities. The latest Ehlers analysis of existing debt indicates there is no savings at this time to refinance.

**Enhanced Non-Union Phased Retirement:** Staff has worked on this but has nothing concrete to present at this time.

**Video Conference(s):** I discussed this option with WCA and currently either the taping costs are prohibitive or the IT costs are prohibitive. However this is something they are aware of and continue to work on.

Went into closed session on two personnel issues but took no formal action.